



The State Workforce Innovation Council (SWIC) views the development and adoption of a community and employer recognized Work Ethic Certificate (WEC) as an important tool that can help provide a pipeline of skilled high school graduates into today's workforce. The employability skills recognized in the Governor's WEC have been vetted by Hoosier employers, community based organizations and post-secondary education institutions and are designed to encourage students to meet the benchmarks that will assist them in their college or career goals.

Program Goals include:

- Connecting employers to their local school district through a College and Career Readiness Advisory Council designed to create a collaborative partnership that benefits the community.
- Providing students with an understanding of necessary employability skills for today's in-demand jobs and allow them an opportunity to demonstrate these skills while in high school.
- Providing employers with potential workers who understand the values and importance of responsibility and perseverance in the workplace.

In fall of 2016, the Department of Workforce Development (DWD) competitively contracted with 18 pilot programs, including schools corporations, consortiums of corporations, Career and Technical Education centers and Workforce Development Boards to implement WEC programs in their local communities. These 18 pilot programs received between \$20,000-\$55,000 to connect with employers, market the program and acknowledge students' achievements over the 1.5 year grant lifespan. In addition to the planning phase, grant recipients have been asked to work with neighboring communities to implement a "train the trainer" model which will help expand access for students who wish to receive the WEC.

Schools across the state are able to participate in the WEC program by completing the application found online at www.in.gov/dwd/workethic.htm. This application will be submitted to DWD and approved by the SWIC Work Ethic Taskforce. Schools interested in offering the WEC program to their students with a certificate signed by Governor Eric Holcomb will be required to complete the application.

During the 2017 school year, DWD plans to issue over 300 certificates to students across the state in over 20 school corporations. Students will have demonstrated capability in the following 9 competencies:

- Students will demonstrate ability to persevere through challenges and problem-solve
- Students are accepting and will demonstrate service to others, possess a positive attitude and communicate clearly
- Students will demonstrate ability to be a self-starter and critical thinker
- Students will demonstrate reliability, responsibility and teamwork
- Students will demonstrate organization skills, importance of punctuality and self-management
- Students will demonstrate academic readiness: possessing a **cumulative GPA of 2.0 or higher** and has met or is on track to meet all graduation requirements
- Student's **attendance rate is 98% or higher** AND has **four or fewer sign-ins, sign-outs or times tardy to school** during the eligible school year
- Student has **1 or fewer** discipline referrals during the eligible school year
- Student completes a minimum of **6 hours of school or community service** during the eligible school year, for which s/he has not received academic credit or compensation

For additional information, please contact Brianna Morse, Associate Director of Youth Initiatives, at bmorse1@dwd.in.gov or (317) 376-5083